



PERS 00W/N13W

WOMEN IN THE NAVY UPDATE

**PREPARED FOR THE
2001 EOA SYMPOSIUM
26-29 November 2001**

Outline



■ Organization and Role of Special Assistant for Women's Policy

■ Organizations

- DACOWITS

■ Demographics

■ Policies

- Assignment
- Family Care
- Pregnancy


■ Current Issues

Special Assistant for Women's Policy (*PERS- 00W/13W*)

- **Special Assistant (00W/13WW)**
 - **DSN 225 (703) 695-9385**
- **Deputy Special Assistant (N13W1)**
 - **DSN 224 (703) 614 6862**
- **DACOWITS Liaison (00W1)**
 - **DSN 225 (703) 695-9230**

FAX # 703 614-6856 DSN 224

Special Assistant for Women's Policy *Roles*

- 
- **Advises and assists CNP on Navy women (officer and enlisted) on areas including:**
 - accessions
 - classification/training
 - promotion
 - career development
 - **Serves as Navy's principal point of contact for DACOWITS (Defense Advisory Committee on Women in the Services)**
 - **Women's Health Strategic Planning Group**

DACOWITS

Overview

- 
- **Defense Advisory Committee on Women in the Services (DACOWITS) established 1951**
 - **Civilian members appointed by SECDEF**
 - Selected on basis of outstanding reputation in business, the professions, public service, and civic leadership
 - 30 - 40 members, 3 year terms, 3 star equivalent for protocol
 - 10-12 new members appointed annually
 - **Mission: Advise SECDEF**
 - Quarterly Executive Committee Meetings
 - Semi-Annual Conferences (spring and fall) are open to public
 - Installation visits by members
 - Annual overseas installation visit

Navy Personnel Strength *Total Force*

	Women	Men	Total
Officers	8,280 (14.8%)	47,809	56,089
Enlisted	46,968 (14.3%)	282,024	328,992
Total	55,248 (14.3%)	329,833	385,081

Navy Personnel Strength

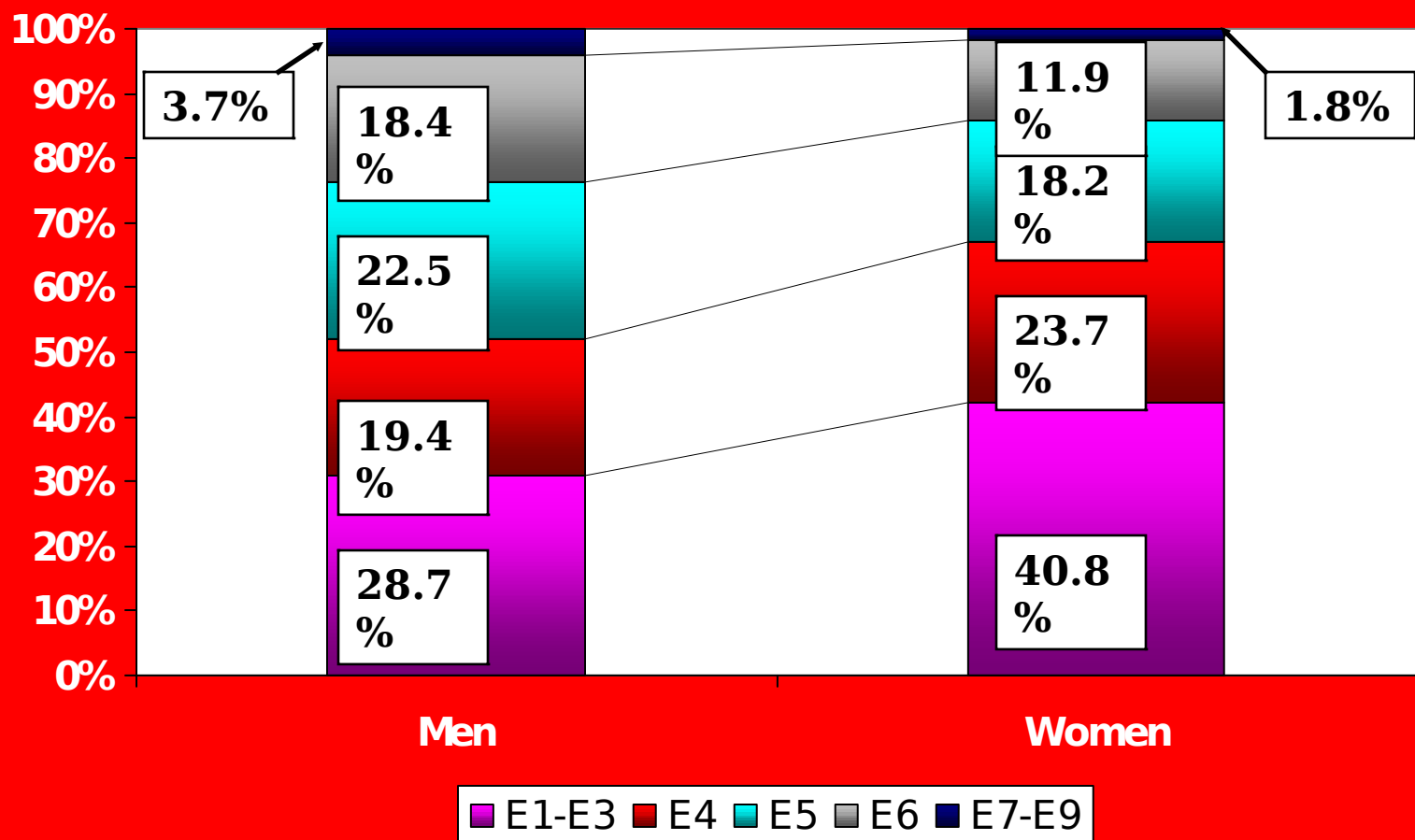
Enlisted Women's Distribution By Rating Category



	%Women in Category	Total # of Women	%Women of Total
GENDETS			
SN/FN/AN/CN	18.1%	9,007	19.3%
TRADITIONAL			
Administrative	25.1%	15,691	33.5%
Medical/Dental	24.9%	6,457	13.8%
TOTAL	25.2%	22,232	47.5%
NON-TRADITIONAL			
Aviation	10.8%	7,325	15.7%
Construction	5.9%	495	1.1%
Deck	9.5%	2,749	5.9%
Electronics	7.3%	1,223	2.6%
Engineering	5.3%	2,643	5.7%
Misc (DM/LI/MU)	17.0%	179	0.4%
Ordnance	6.7%	1,199	2.6%
Total	8.2%	15,534	33.2%
NAVY TOTAL	14.3%	46,773	100.0%

As of 26 AUG

Enlisted Distribution By Rank



Assignment Policy *Overview*



■ Basis

- Since Nov 93, no legislative restrictions
- DOD: Ground Combat Definition and Assignment Rule
- USN: Embarkation Principles

■ Possible Other Restrictions

- Collocation with direct ground combat units
- Prohibitive modification costs
- Special Operations Forces
- Physical requirements
- Other as approved by SecDef

■ Currently Closed

- Submarines, PC
- Special Warfare, Special Boat Unit Crews
- Support positions with USMC ground combat units

Women in Ships PR03 Initiatives



■ N75 Expeditionary Warfare:

- 7 NEW San Antonio class (LPD-17) planned FY05-12 fully gender neutral
- New SHIPALT for Wasp class (LHD-1) across FYDP

■ N76 Surface Warfare:

- 8 Ticonderoga class (CG-47) initial embarkations programmed across FYDP
- 20 Burke class (DDG-51) expansions across FYDP
- 17 partially gender neutral Burke class (DDG-51) commissionings across FYDP

■ N78 Carriers

- CVN 76/77 commissionings in FY02/FY06
- TYCOMs developing new requirement for carriers to increase current 10% female berthing to 15%

■ Officers

- While there is no requirement for the WAS officer ship modification , there are 10 Burke class (DDG-51) ships slated to receive the SHIPALT.

Women in Combatants

Nuclear Navy



- **Women are being recruited into surface nuclear community**
 - **First woman recruited in Jan 94**
- **Nuclear trained ETs, EMs, MMs**
 - **Sea duty: Nuclear aircraft carriers; tenders**
 - **Shore duty: Nuclear instructors, maintenance facilities, recruiters**
 - **Viable career path exists**

Women in Aviation

Combat Exclusion Repealed



■ Officers

- No restrictions, may assign to any type squadron, embarked in any type ship.**

■ Enlisted

- All positions available**

Additional Units



■ Naval Construction Force

- Naval Construction Brigades
- Naval Construction Regiments
- Naval Mobile Construction Battalions
- Naval Construction Force Support Units

Expanded Career Opportunities

Enlisted

- **Assignment to sea-based combatant squadrons and ships in progress**
- **Opened the following ratings since April '93:**
 - ABE, AW, EW, FC, GM, GMG
 - GMM, GS, GSE, GSM, STG
- **Opened all surface combatant and aviation NECs**
 - Including combat aircrew, nuclear power, etc.
 - Exceptions: SEALs, submarine NECs, some HM/DT NECs that work with Marine units
- **Naval Construction Force Units**
 - Began embarking women Jun 94
- **3 enlisted ratings remain closed due to skills used only on submarines:**
 - FT, MT, STS

Women in Ships

PERS-409



**POC: (901) 874-3850 DSN
882**

Pregnancy Policy

Changes Over Time



- **Prior to 1972** **Mandatory separation**
- **1972-1975** **Normally separated**
 - Waivers on case by case basis
- **1975-1982** **Normally retained**
 - Separation granted if requested
- **1982-1989** **Normally retained**
 - Separation granted if requested unless retention in Navy's interest
- **1989-Now** **Will be retained**
 - unless member can show overriding and compelling need
- **1995** **Revised USNA pregnancy policy**
 - one year "sabbatical"

DoN Pregnancy Policy

SECNAVINST 1000.10


■ Initiatives

- Pregnancy is compatible with Navy career**
- Recognizes often conflicting obligations**
- Full range of counseling and services**
- Navy policy will continue to provide procedural guidance**
- BAQ discretionary up to 20th week, then guaranteed**
- Priority for imminent deployers to OB/GYN care**
- Legal services available to assist with paternity issues**

■ OPNAVINST 6000.1A is still service policy and will provide procedural guidance for commands


Pregnancy Policy

General

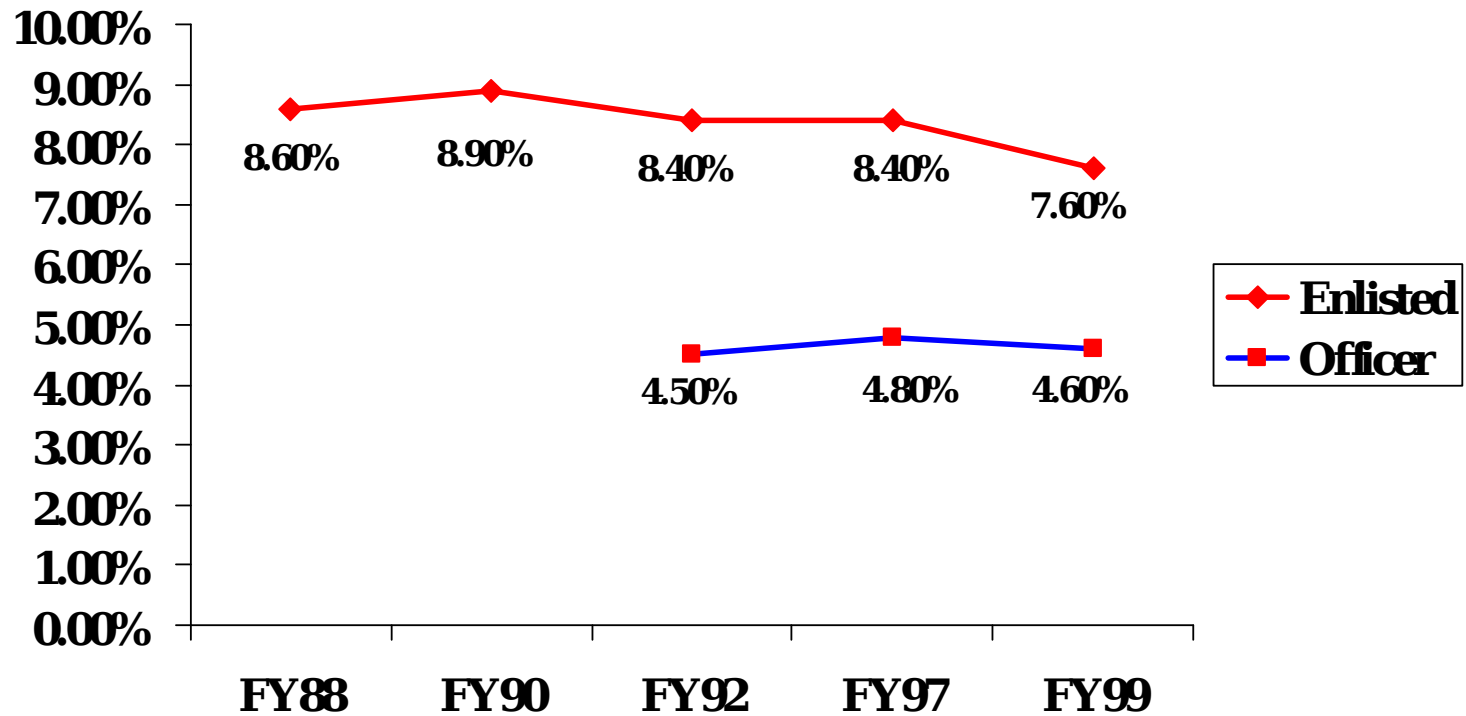
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- **OPNAVINST 6000.1A**
 - **Pregnancy rate comparable to civilians**
 - **Overriding concern to safeguard health of member and unborn child**
 - **Pregnancy by itself should not restrict duties**
 - Exempt from PRT
 - Four months sea duty and travel deferment
 - Six weeks convalescent leave
 - **Complete prescribed sea tour as appropriate**
 - **Discharge policy**
 - **Counseling required**
 - Member responsible for maintaining professional career
 - **Command may not adversely impact evaluations/fitness reports**

Pregnancy Policy

Shipboard

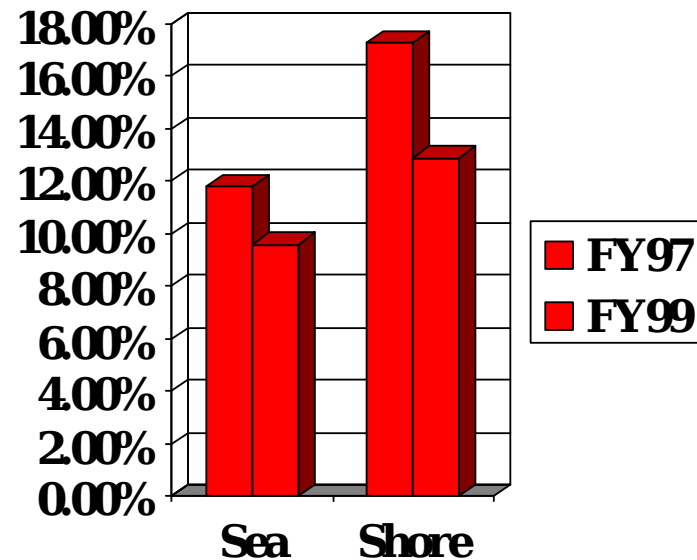
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- **In port, continue to work aboard ship**
 - Medical care provider and occupational health professional clearance
 - **Do not routinely go to sea**
 - **CO decision to transfer prior to 20th week or date of deployment**
 - Advice of medical care provider, occupational health professional and servicewomen's chain of command
 - **Transferred by 20th week or deployment whichever occurs first**

Point in Time Pregnancy Rates



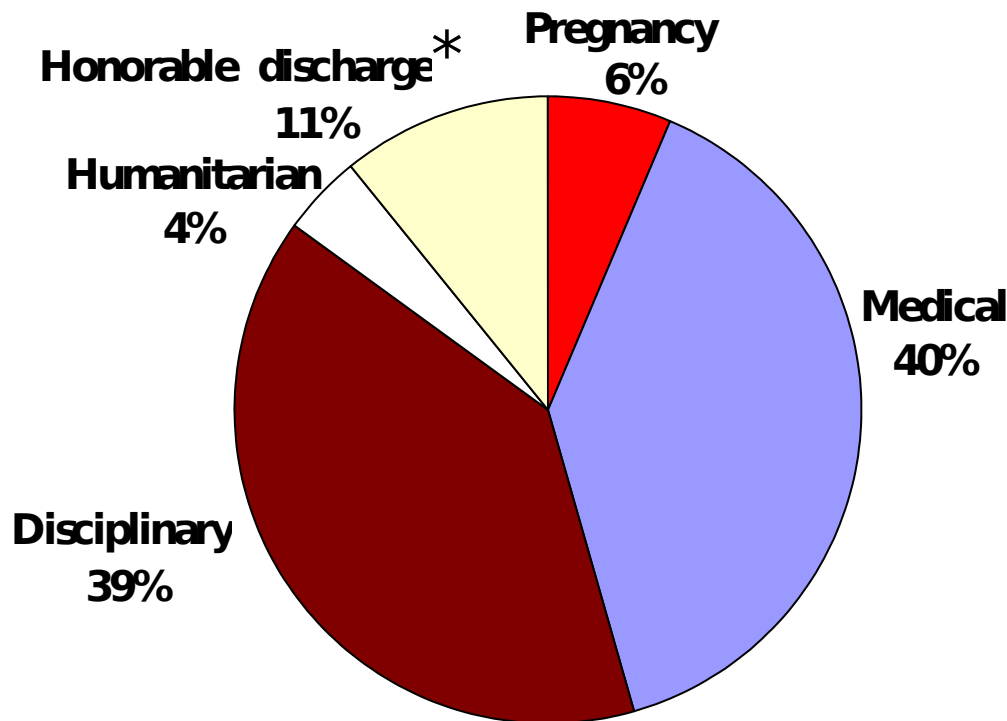
Enlisted Pregnancy Rates by Type Duty

- Question: To what type of command were you assigned when you became pregnant?
- First asked in 1997 survey
- Women assigned to sea duty had significantly lower pregnancy rate than those assigned ashore



Reasons for Ship Unplanned Losses

(Assessment CY1997)



Total annual losses

■ **Unplanned: 14,100**

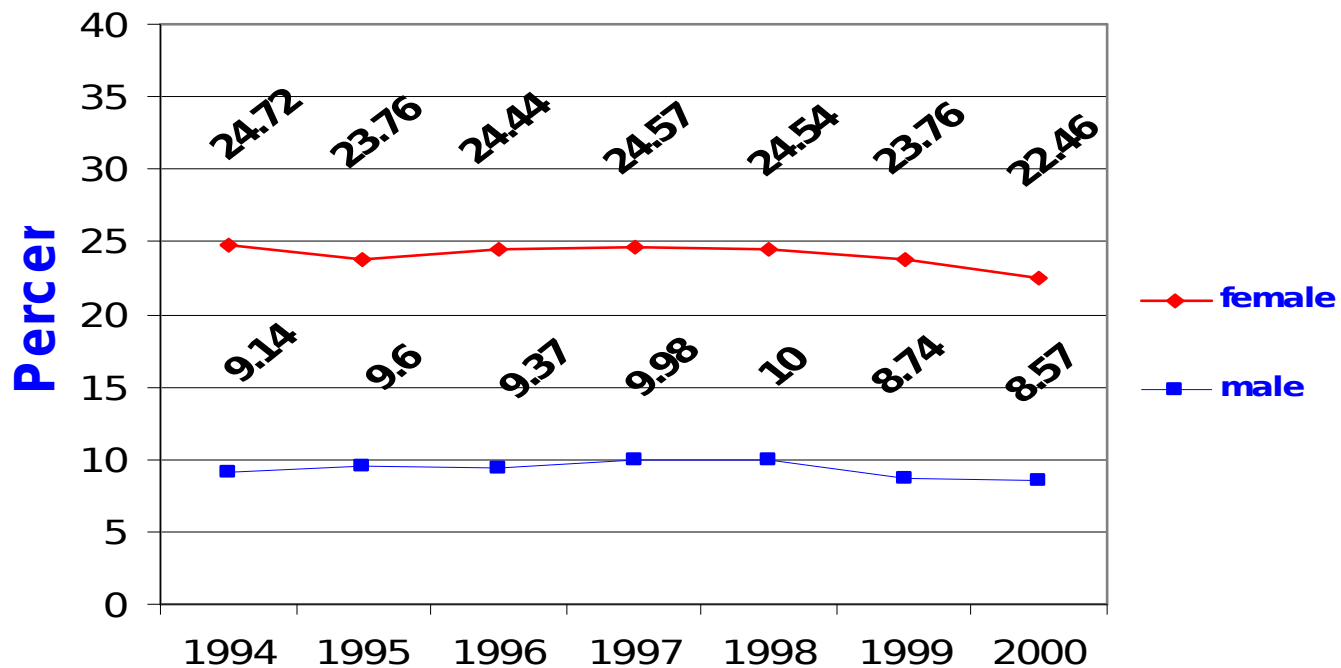
In addition,

■ **Administrative: 16,500****

* Includes personality disorders, fraudulent enlistments, failed physical test, and others.

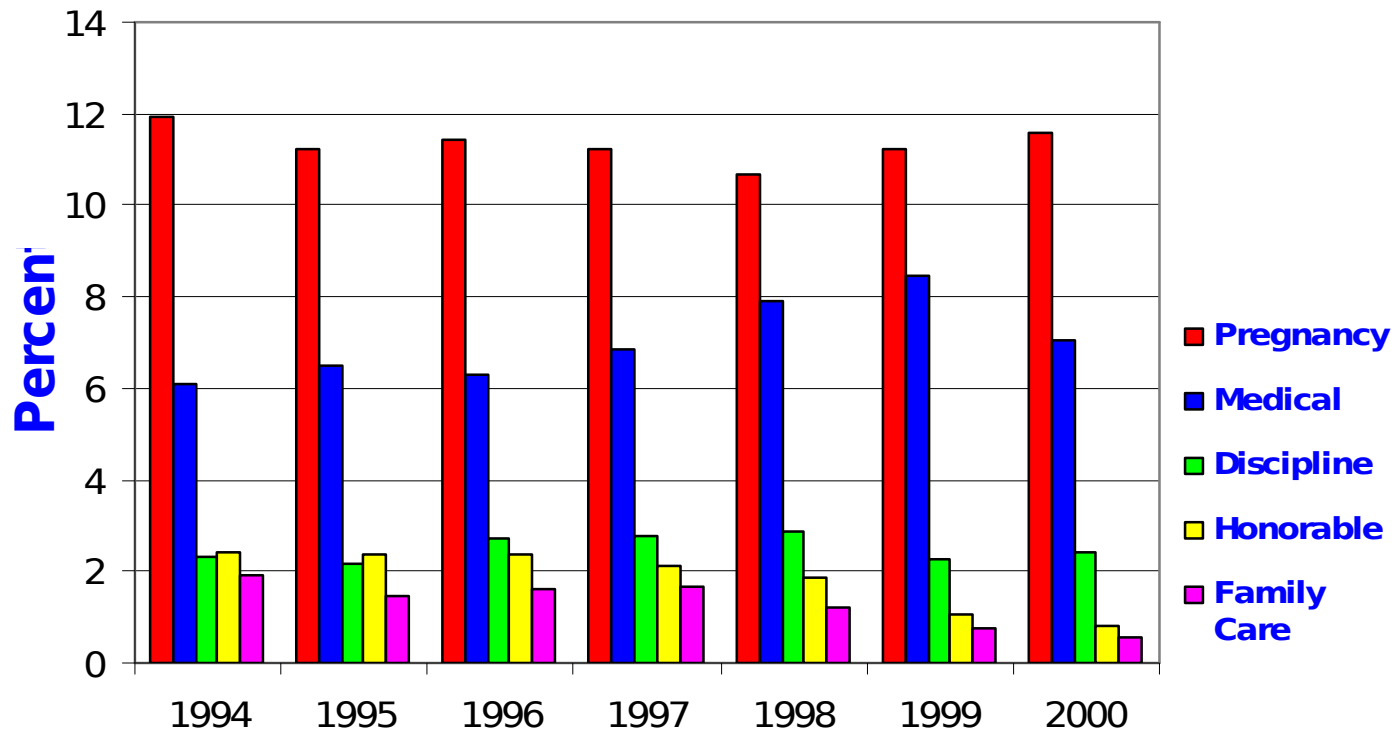
** Includes vacancy transfers, split tours, TEMDUINs, and spouse collocations, and others.

Percent of Total Unplanned Losses from Ships, CV 1994-2000



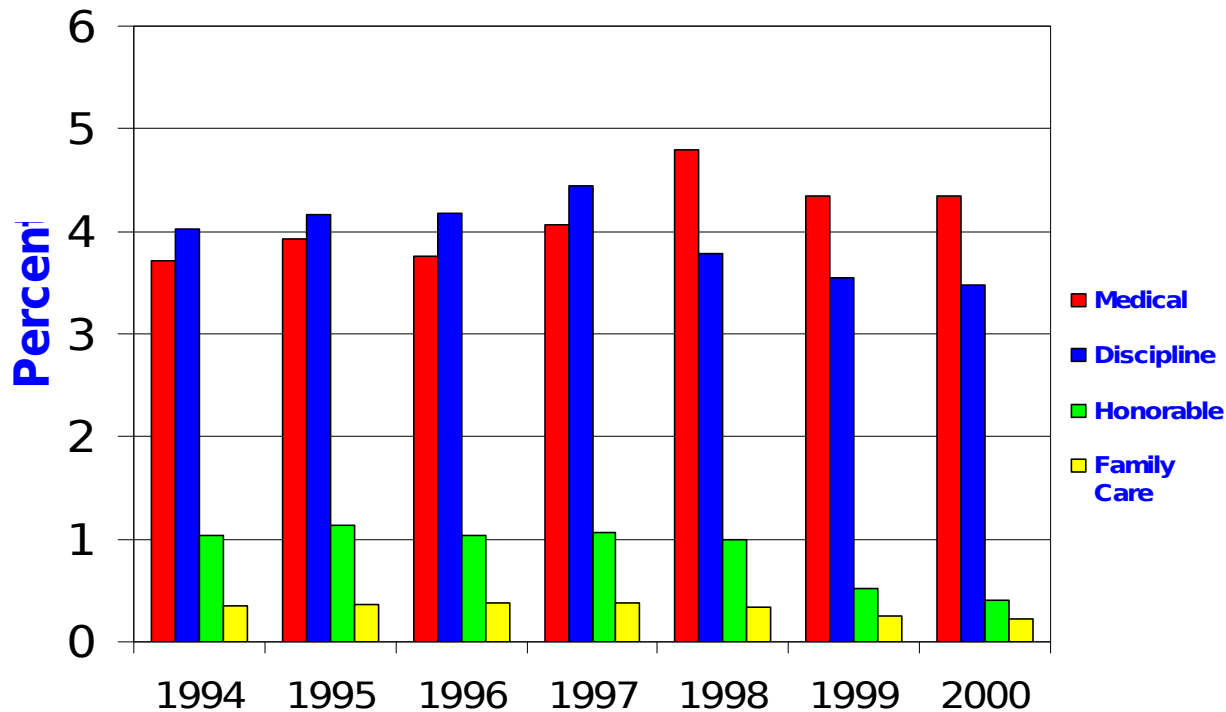
Source: CNA Subsample of 370 ships over 6 yrs--Auxillary, Carrier, Amphibs, surface combatants

Female Percentage of Unplanned Losses From Ships, CV 1994-2000



Source: CNA Subsample of 370 ships over 6 yrs--Auxillary, Carrier, Amphibs, surface combatants

Male Percentage of Unplanned Losses From Ships, CV 1994-2000



Source: CNA Subsample of 370 ships--Auxillary, Carrier, Amphibs, surface combatants

Pregnancy *Leadership Issues*



■ Positive Command Climate


- Part of the team
- Quality of life

■ Training

- | | |
|-----------------|---------------------------|
| - All hands | - Personal responsibility |
| - Self esteem | - Values and goals |
| - Contraception | - AIDS prevention |

■ Open Communication

Family Care Plan

- 
- **DODINST 1342.19/OPNAVINST 1740.4A**
 - **NAVADMIN 296/97 - Family Care Policy**
 - **All single parents and dual military couples with dependents**
 - **Dependent Care - Family Care**
 - **Expanded/changed scope**
 - **May be needed for civilian spouse**
 - **“Dependent” may include individuals not residing in sponsor’s household**
 - **Age of dependent child reduced from 21 to 19**

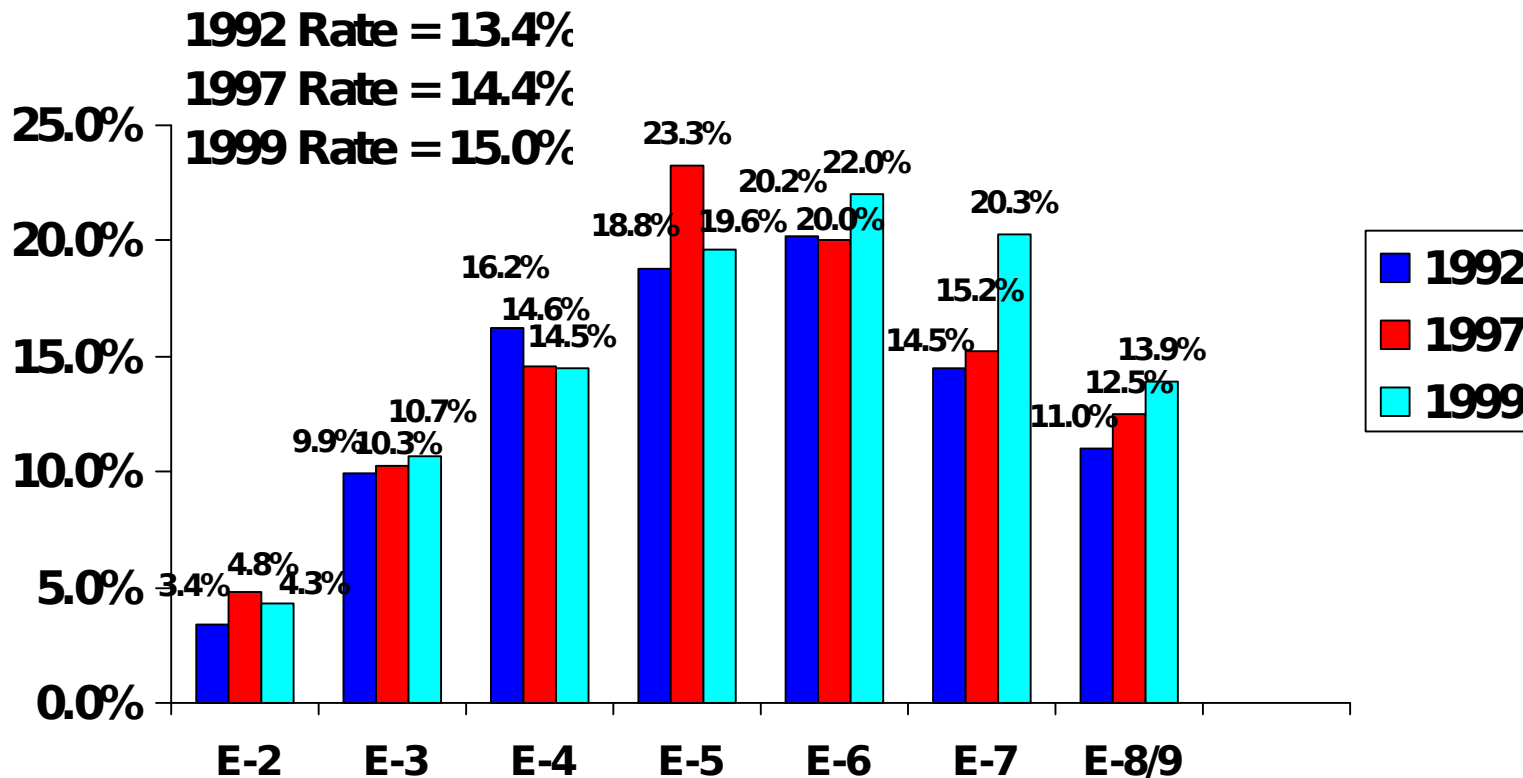
Family Care Plan (*cont.*)



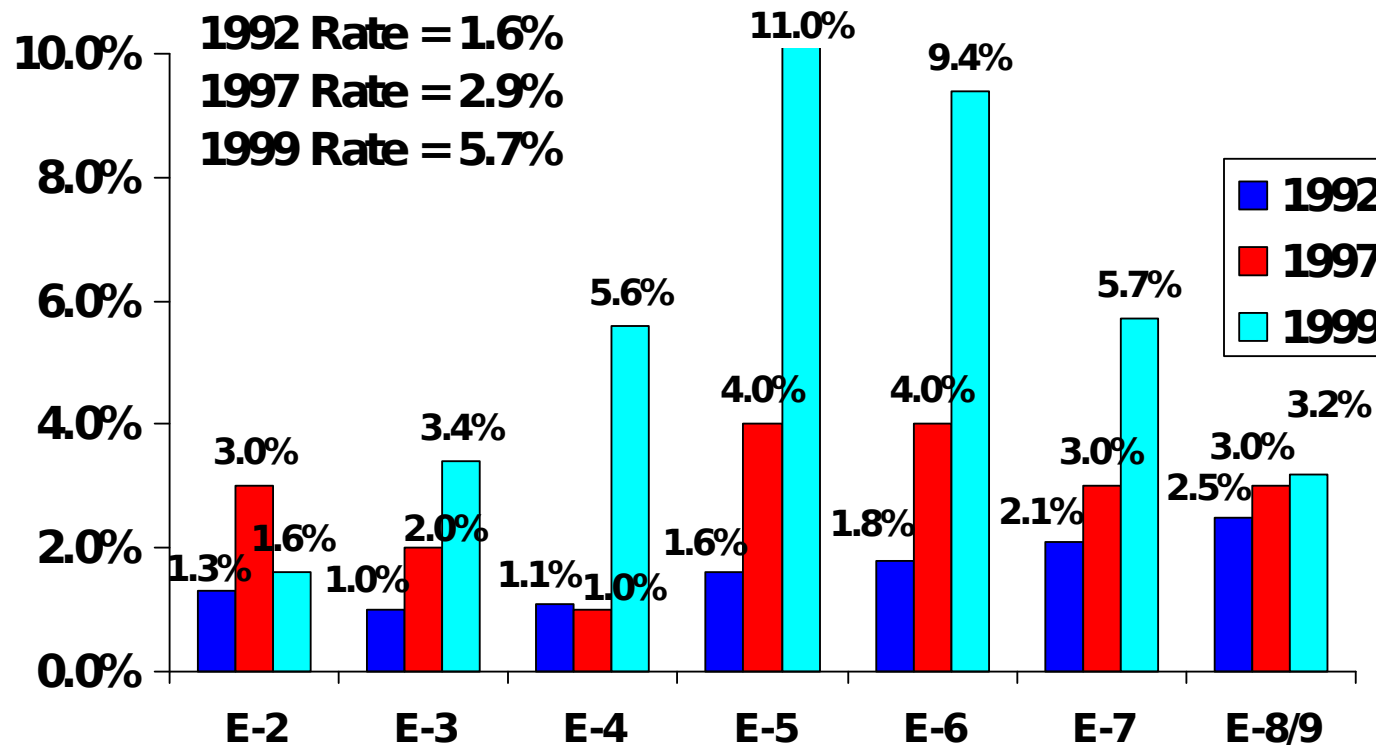
- **Commands assign a single officer coordinator**
- **Notarized care giver signature**
- **Requires plain language description of planning**
 - Tailored Power of Attorney
 - Detailed planning checklist
- **Detailed separation criteria**

Female Enlisted Single Parents With Custody:

1992, 1997 & 1999



Male Enlisted Single Parents With Custody: 1992, 1997 & 1999



For 1997: This represents 2084 E-2/3/4s, 4962 E-5/6s, and 1050 CPOs Navy


Women in the Navy

Issues and Challenges




- **Women at Sea Task Force** - classification, detailing and ship modifications requires close attention
- **Senior Female Leadership** - it takes time to develop a strong base of senior female leadership and it is essential to successful integration
- **Recruiting and retaining “Quality” Women** - U.S. Navy has begun “actively” recruiting women this past year
- **Sea-Intensive Ratings** - women are currently concentrated in the traditional communities (medical, admin)
- **Family/Pregnancy Policies** - family and pregnancy are compatible with military service!

EOA TAKE-AWAY

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- **DACOWITS & CHINFO websites is valuable resource for keeping abreast of most current issues affecting military women**
 - <http://www.dtic.mil/dacowits/>
 - <http://www.chinfo.navy.mil/navpalib/people/women/wintop.html>
 - **DACOWITS Installation/Overseas Trip Reports are valuable tool to “get the pulse” of the command**
 - **Familiarize yourself with the statistics to counter misperceptions regarding**
 - Sea shore rotation for women vs. men (“Women take all the billets on shore”)
 - Assignment policy (“There were empty women’s racks on my ship so that must mean they don’t have enough women to go to sea”)
 - Pregnancy survey results (“Women all get pregnant to get out of sea-duty” / “If you get pregnant you can get out of the Navy easily”)
 - **KNOW the applicable policies: Assignment, Pregnancy & Family Care**
 - **INSURE** the command is training its MEN and WOMEN on these issues
 - **LEADERSHIP, LEADERSHIP, LEADERSHIP**

Women in the Navy

Conclusion



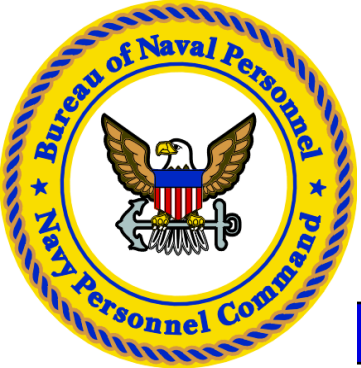
“The fact of the matter is that we simply could not do our mission today WITHOUT the women who volunteer to serve their country. We need their talent, we need their numbers, and we need their leadership. There simply is no alternative.”

GEN Shelton, CJCS, 19 April 2001

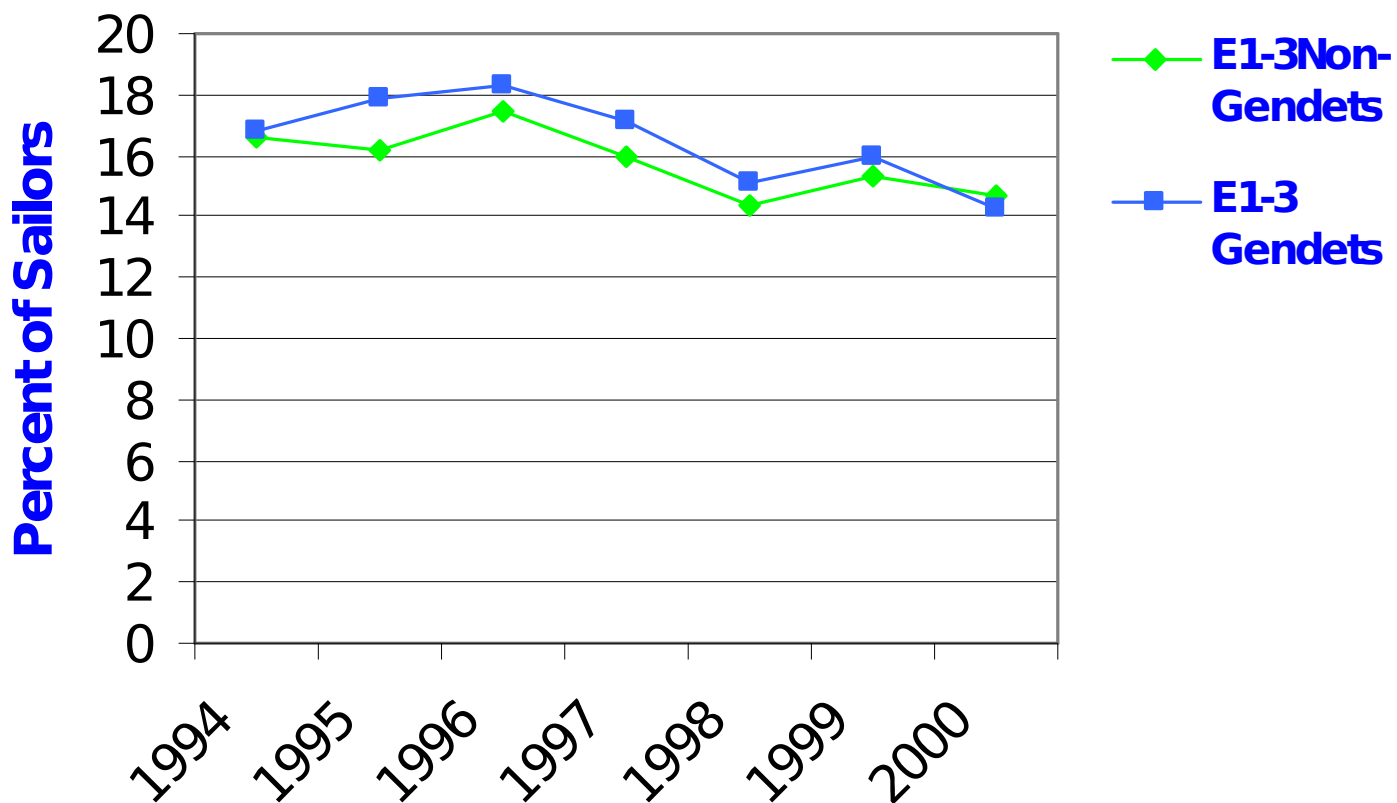
Women in the Navy



QUESTIONS & DISCUSSION

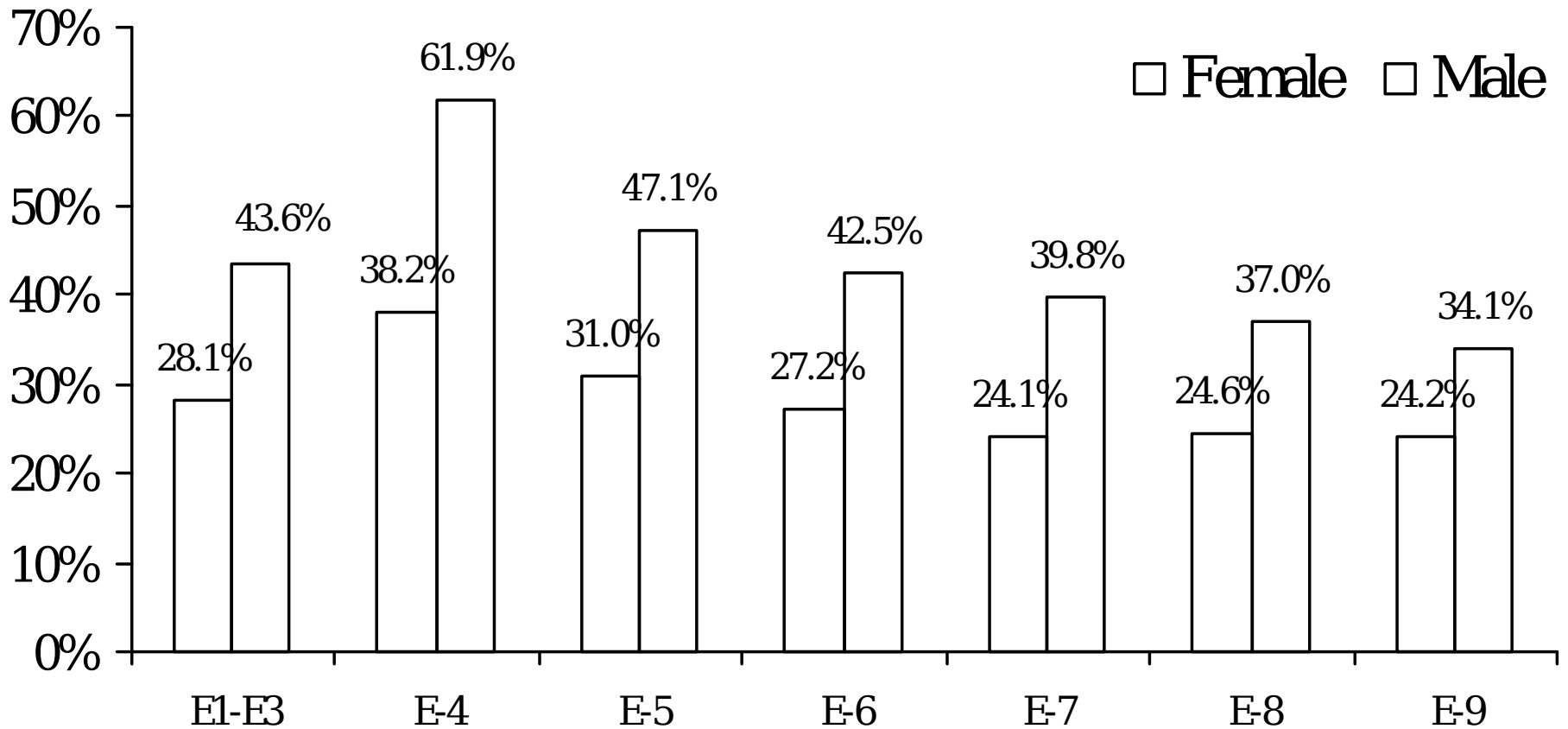


E1-3 Non-Gendets vs Gendets Percent Pregnancy Unplanned Losses



Source: CNA Subsample of 370 ships--Auxillary, Carrier, Amphibs, surface combatants

Enlisted Assignment Sea Duty Patterns



As of 31 AUG
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